

FILED

SEP 12 2018

CITY CLERK

**SPECIAL ORDINANCE NO. 19, 2018**

AN ORDINANCE SETTING THE MAXIMUM SALARIES AND ESTABLISHING CERTAIN BENEFITS FOR THE WASTEWATER UTILITY HOURLY WORKERS FOR THE CITY OF TERRE HAUTE, INDIANA, FOR 2019, TO TAKE EFFECT ON JANUARY 1, 2019.

BE IT ORDAINED BY THE COMMON COUNCIL of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2019, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect for Wastewater Utility of the City of Terre Haute, as follows:

Working Foreman	\$ 22.46
Maintenance Electrician	\$ 22.10
Assistant Working foreman	\$ 22.05
Maintenance Department	\$ 21.53
Collections Department	\$ 21.53
Construction Crew Department	\$ 21.53
Building & Grounds Department	\$ 21.53
Operations	\$ 20.61

All new employees in each department shall receive 25¢ per hour less than regular hourly rate established for that department for the first ninety (90) days of their employment.

SECTION 2. Commencing January 1, 2019 the City of Terre Haute will pay employees one (1) of the following incentive pay amounts for municipal wastewater treatment licenses as follows:

Operations	Class 1	\$0.75 per hour
Operations	Class 2	\$1.35 per hour
Collections	Class 1	\$0.75 per hour
Collections	Class 2	\$1.35 per hour

SECTION 3. Commencing January 1, 2019, the City of Terre Haute shall pay the following Shift Differential Pay:

- (a) Employees working the 2<sup>nd</sup> shift shall receive 10¢ per hour in addition to their regular hourly rate of pay.
- (b) Employees working the 3<sup>rd</sup> shift shall receive 25¢ per hour in addition to their regular hourly rate of pay.

- (c) All Operators working twelve (12) hour shifts shall receive 50¢ per hour in addition to their regular hourly rate of pay when working the night shift.

SECTION 4. Commencing January 1, 2019, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance health and hospitalization insurance coverage through December 31, 2019. The City will pay up to One Hundred Percent (100%) of the full-time employee and up to Seventy Percent (70%) of the cost of the premium for the full-time employees' immediate family actual monthly premium. City of Terre Haute will pay the full premium on health insurance coverage for retired employees aged 62 thru 65.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 5. Commencing January 1, 2019 the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance and their immediate family's dental insurance coverage through December 31, 2019. The City will pay Seventy Percent (70%) of the actual monthly premiums.

SECTION 6. The salaries of the employees of the Wastewater Utility shall be fixed on an hourly basis but the salaries shall be paid bi-weekly in a manner determined by the agreement between the City of Terre Haute Wastewater Utility and the Plumbers and Steam Fitters Local Union No. 157.

SECTION 7.

(A) VACATION PAY

Wastewater Utility employees covered by this ordinance shall receive paid vacation as follows:

1-4 years	10 days
5-14 years	15 days
15 <sup>th</sup> year	20 days
16-20 years	1 additional day for each 1 year of continuous service not to exceed 5 days

Grandfather clause pertains to all vacation time earned prior to January 1, 2006.

(B) PERSONAL DAYS

Wastewater Utility employees covered by this ordinance shall receive nine

(9) personal days with pay.

(C) SICK DAYS

Wastewater Utility employees covered by this ordinance shall receive nine (9) sick days with pay. Employee may sell back to City any sick leave days accumulated in excess of thirty (30) sick days. Sick days may not be sold back to the employer if the employee is discharged for good and just cause.

(D) HOLIDAYS

Wastewater Utility employees covered by this ordinance shall observe the following paid holidays:

New Year's Day	January 1, 2019
Martin Luther King Jr.	January 21, 2019
President's Day	February 18, 2019
Good Friday	April 19, 2019
Primary Election Day	May 7, 2019
Memorial Day	May 27, 2019
Independence Day	July 4, 2019
Labor Day	September 2, 2019
Columbus Day	October 14, 2019
Election Day	November 5, 2019
Veteran's Day	November 11, 2019
Thanksgiving	November 28, 2019
Day after Thanksgiving	November 29, 2019
Christmas Holiday	December 23-25, 2019
Employee's Birthday	

SECTION 8. Employer shall provide a pair of safety shoes to each Employee. The allowance for shoes shall be one hundred forty dollars (\$140.00).

SECTION 9. Commencing January 1, 2019, Employee's of the Wastewater Treatment Plant will begin receiving Longevity Pay.

Years Employed	Longevity Pay for Each Year of Service
1-5	\$ 50.00
6+	\$100.00

SECTION 10. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to

be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 11. Contract items other than those set forth above are covered by an agreement entered into by the City Administration, by and through its Board of Sanitary Commissioners, of Terre Haute, Indiana, Wastewater Treatment Plant and Plumbers and Steam Fitters Local Union No. 157.

SECTION 12. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 13. This ordinance shall be in full force and effect from and after its passage and shall be effective as in the salaries provided on and for January 1, 2019.

Introduced by: O. Earl Elliott O. Earl Elliott, Councilperson

Passed in open Council this 11 day of October, 2018.

Curtis DeBaun IV Curtis DeBaun IV, President

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 12 day of October, 2018.

Michelle L. Edwards Michelle L. Edwards,  
City Clerk

Approved by me, the Mayor, this 12th day of October, 2018.

Duke A. Bennett Duke A. Bennett, Mayor

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk